**Shift Team Leader**

**THE COMPANY**

Land Energy is one of the UK’s leading biomass energy businesses and specialises in pellet production and clean energy services. In 2021 Land Energy are set to commission an exciting co-product G2 secondary production facility. This is a great opportunity to join a growing, progressive business that has a wide variety of challenges and technologies

**THE ROLE**

As Shift Team Leader, you will oversee 24/7 operations in the main CHP and pellet production facility inclusive of packaging, warehouse , yard operations & soon to be built co-product G2 secondary production facility. The production facility is based Girvan Ayrshire. . Land Energy has a 50 strong workforce, state of the art biomass CHP equipped with an Organic Rankine Cycle turbine and a 100,000-tonne wood pellet production plant.

At Land Energy, Health and Safety is every person’s responsibility. A safe working environment and following safe working practices is standard practice for all employees. We expect a proactive, positive and constructive attitude to all Environmental, Health and Safety.

We take pride in manufacturing to the highest standards in the industry and you will be responsible for safeguarding our reputation, products and customers.

As we strive to maximise plant uptime you will need to be capable of taking the initiative and making often difficult operational & engineering decisions under pressure.

We’re an inquisitive lot, never happy with the status quo and always looking for new ways to improve our products and processes. You’ll need to be comfortable in this environment and able to deal with senior management whilst maintaining a strong team ethos.

**RESPONSIBILTIES**

1. Lead operation of pellet line & CHP processing equipment
2. Manage shift production, assets capacity and flexibility while minimizing unnecessary costs and maintaining quality standards.
3. Drive and monitor the performance of the shift team tasks based on their competencies and the needs of the business to meet production goals.
4. Responsible for production output, product quality and supporting dispatch operations for a given shift.
5. Carry our all works with respect to lean phase continuous improvement & root cause analysis on site.
6. Communicate and enforce shift performance expectations to ensure EHS compliance & expectations to ensure quality system requirements are met.
7. Lead daily operations meeting and handovers for all shift team operations to ensure efficient and effective communication.
8. Collate all shift production, quality and downtime data and report in a highly professional handover manner.
9. Collect and analyze data to find places of waste or inefficiency and drive maximum benefit and value for the business.
10. Carry out multiskilled (mechanical & electrical) 1st response maintenance to assets and if required co-ordinate support to achieve higher level maintenance support.
11. Liaise and work effectively with all site personal.
12. Have a hard work ethic, passion and drive for success.
13. Good IT skills
14. Critical good team work ethic
15. Demonstrate resiliency in completing an assignment with significant time and resource constraints.
16. Demonstrate poise and leadership in resolving an emergency situation.
17. Good man management skills - resolve in dealing with conflict, change, or emotionally tense situations.
18. Demonstrate confidence and decisiveness in a high pressure and highly visible role.

**Key Skills:**

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| Area | Essential | Desirable |
| Qualifications | * Mechanical or electrical engineering certification. | Degree / Diploma / HNC / HND preferred |
| Technical Skills | * Mechanical skills * Electrical fault finding and panel works. * Appreciation of control system * Computer literacy | Experience or tickets related to shovels, FLT or other mobile machinery |
| People | * Strong team building, decision-making. * Ability to create accountability and to lead by example. * Team player |  |
| Health and Safety | * IOSH working safety trained / CSCS or equivalent. * Experienced in working with safe systems of work | * NEEBOSH |
| Lean Manufacturing | * Proven & experience with manufacturing or engineering business. * Working within lean manufacturing environment, with proven experience of continuous improvement | * Six Sigma accredited |
| Person specification | * Self-motivated - Driven for success – tenacious attitude to achievement. * Problem solving / can-do approach. * Safety conscious attitude * Leading by example * Strong communication skills * PC literate * Strong renewable energy ethos | * Local to area * Proficient in PC skills |

Salary TBC

Interested applicants, please send your CV to Rhona McKerral at [rhona@mckerralconsultants.co.uk](mailto:rhona@mckerralconsultants.co.uk), mobile number = 07971 096 088.